



GRADUATE RECRUIT PROGRAM

Job Title: Analyst in Education Policy

Division: Domestic Social Policy

Vacancy Announcement Number: DSP-11-01

SALARY RANGE:	\$1,623—\$2,403 biweekly
APPLICATION PERIOD:	April 1, 2011—April 29, 2011
DUTY LOCATIONS:	1 vacancy—Washington, DC
SERIES:	101 (Social Science Analyst)
GRADE:	Position will be filled at the GS-07, GS-09 or GS-11 level (see Basic Eligibility Requirements)
APPOINTMENT TENURE:	Full-time temporary with possibility of subsequent conversion to full-time permanent
WHO MAY BE CONSIDERED:	U.S. citizens

The Congressional Research Service (CRS) is accepting applications for its 2011 Graduate Recruit Program. The program seeks students and Library and CRS staff enrolled in or graduating from an advanced degree program at an accredited graduate institution during the 2010—2011 academic year who have the desire to assist Congress with its deliberations and legislative decisions. CRS and Library staff who already possess a graduate degree may also apply.

Initial appointments are for a period up to 120 days beginning in the summer of 2011. Program participants who perform successfully in their initial appointment and have fulfilled the requirements of a master's or doctorate degree will be considered for placement in a permanent position at the end of the summer appointment. Those students who return to school to complete their advanced degree program may be eligible for a permanent position once they obtain their degree.

ABOUT CRS:

CRS works exclusively for the United States Congress, providing policy and legal analysis to committees and Members of both the House and Senate, regardless of party affiliation. As shared staff to congressional committees and Members of Congress CRS experts assist at every stage of the legislative process—from the early considerations that precede bill drafting, through committee hearings and floor debate, to the oversight of enacted laws and various agency activities.

A legislative branch agency within the Library of Congress, CRS has been a valued and respected resource on Capitol Hill for nearly a century. Its highest priority is to ensure that Congress has immediate access to the nation's best thinking on public policy issues of interest to its Members and Committees.

JOB SUMMARY:

The Congressional Research Service, Domestic Social Policy Division is seeking an Analyst in Education Policy to work on education-related policies and issues for Members and committees of the U.S. Congress. The analyst will locate and interpret factual information; conduct research; prepare objective, non-partisan descriptive, background, and analytical reports; and participate in team research projects and seminars. Familiarity with and interest in issues pertaining to education finance, budgeting, and the relationship between varied educational practices and programs and educational and employment outcomes will be important elements of this position.

This position requires the ability to utilize analytical methods and techniques to analyze policy issues for the U.S. Congress. The candidate should be comfortable with quantitative approaches in research and familiar with public policy issues related to education. Strong writing skills, including the ability to synthesize complex analyses into easy-to-understand language for a non technical audience, are required.

CRS research analyst positions carry promotion potential to the GS-15 level.

BASIC ELIGIBILITY REQUIREMENTS:

1. Enrollment in or anticipated graduation from an appropriate, accredited advanced degree program during the 2010—2011 academic year. CRS and Library employees may already possess a graduate degree.
2. U.S. citizenship.
3. Education requirements at the time of appointment:

GENERAL EDUCATION REQUIREMENTS		
GS-07 Grade Level	GS-09 Grade Level	GS-11 Grade Level
One full year of appropriate graduate education, OR one full year of specialized experience at the GS-05 grade level in the federal service or at a comparable level of difficulty outside the federal service.	Two full years of progressively higher appropriate graduate education, OR master's or equivalent graduate degree, OR one year of specialized experience at the GS-07 grade level in the federal service or at a comparable level of difficulty outside the federal service.	Three full years of progressively higher appropriate graduate education, OR a Ph.D. or equivalent doctoral degree, OR a J.D. or equivalent law degree, OR one year of specialized experience at the GS-09 grade level in the federal service or at a comparable level of difficulty outside the federal service.

KNOWLEDGE, SKILL, AND ABILITY REQUIREMENTS:

The critical knowledge, skills and abilities (KSAs), gained through education, experience and/or training, needed to successfully perform the duties of the position:

GS-07 and GS-09	GS-11
Knowledge of education policy: To provide objective background information and limited public policy analysis on education-related policies and issues for Members and committees of the U.S. Congress.	Knowledge of education policy: To provide objective, in-depth public policy analysis and background information on education-related policies and issues for Members and committees of the U.S. Congress.
Ability to design and utilize research and analytical methods and techniques: To formulate research methods, and assemble, analyze, and interpret information to identify public policy issues and options.	Ability to design and utilize research and analytical methods and techniques: To research, analyze and synthesize complex information and evaluate implications of various policy alternatives.
Ability to write on issues related to education policy: To write descriptive and background reports, memoranda, and other documents with limited analysis for Congress.	Ability to write on issues related to education policy: To write analytical and descriptive reports, memoranda, and other products for supported by appropriate background research Congress.

HOW TO APPLY:

A complete application package consists of the documents listed below. You must e-mail your application package to CRSGraduateRecruit@crs.loc.gov or fax it to (202) 252-2726. Mailed or hand-delivered documents **WILL NOT BE ACCEPTED**. All application packages must be submitted by 11:59 p.m. Eastern Daylight Time (EDT) on the closing date of the announcement.

APPLICATION PACKAGE:

1. Resume that includes the following information:
 - Vacancy announcement number
 - Work experience, paid and unpaid, including start and end dates and hours per week
 - Education
 - Country of Citizenship
2. Written Candidate Statement of Interest, not to exceed 1000 words. Target your statement specifically to the position to which you are applying, by addressing the following points:
 - Your program of study, recent research and/or publications and how they align with the position.
 - A narrative that shows how your education, experience and/or training equip you with the critical knowledge, skills and abilities (KSAs) to perform the duties of the position. Address each of the critical KSAs as thoroughly as possible.
 - Your interest in CRS as it relates to your overall career goals.
3. The names and full contact information of two faculty members with knowledge of your qualifications. Library and CRS employees who already possess a graduate degree may provide two supervisory references.
4. A transcript (official or unofficial) of all completed undergraduate and graduate courses or a self-prepared course list showing grades and the number of credits received.
5. Background Survey Questionnaire [OPM Form SF181](#). This form is optional; however, it will help us to monitor the effectiveness of our recruitment efforts. We appreciate your cooperation by voluntarily completing the information requested. The form will be used for statistical monitoring purposes only and will not be shared with interview panels.

HOW YOU WILL BE EVALUATED:

Completed application packages will be forwarded to a panel of CRS staff that will first assess applicants against the three basic eligibility requirements of the position. An evaluation panel will then assess the degree to which candidates meet the critical knowledge, skills and abilities (KSAs) required to perform the duties of the position and offer the better qualified candidates an opportunity for an interview in person, by telephone or by other telecommunications means. In addition to the critical KSAs listed above, the following competencies will also be addressed during the interview:

- Ability to convey analysis and information orally through briefings, consultations and other presentations.
- Ability to exercise objectivity in all phases of analysis, consultation and/or oral presentations.
- Ability to communicate orally.

Finalists may be required to submit a writing sample on a subject in their area of interest.

OTHER INFORMATION:

The Congressional Research Service, within the Library of Congress, is part of the Legislative Branch of the federal government. As such, all positions are in the excepted service.

The salary range indicated reflects the locality pay adjustment for the Washington, D.C. metropolitan area.

This is a non-supervisory, bargaining unit position.

The appointment tenure for this position is full-time temporary; flexible work schedules may be available.

Relocation expenses are not authorized for the person(s) selected under this vacancy announcement.

The Library reserves the right to fill a lesser or greater number of vacancies indicated during the life of this vacancy announcement.

Appointment/retention is subject to a favorable evaluation of an appropriate personnel security/suitability investigation.

Applicants who are referred for an interview will be required to submit a completed OF-306, Declaration for Federal Employment.

Those Graduate Recruit Program participants who are converted from a temporary appointment to a permanent position, and who have not yet completed the one-year probationary period required of all new Library employees, will be required to do so. Time served in the temporary appointment will not count toward completion of this one-year probationary period requirement.

CRS staff not placed in a permanent position under the Graduate Recruit Program will return to the position occupied before entering the program or a position of similar grade and duties without loss of federal service tenure or seniority. Before applying, other Library employees should consult their supervisor or service unit management regarding the status of their position should they be selected for the program but not placed in a permanent position.

The Library of Congress is an equal opportunity employer. Women, minorities, and persons with disabilities who meet eligibility requirements are strongly encouraged to apply.

This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify Nancy Warrick at CRSGraduateRecruit@crs.loc.gov or (202) 707-6960. The decision on granting reasonable accommodations will be made on a case-by-case basis.

AGENCY CONTACT INFORMATION:

If you have a questions or are experiencing technical difficulty you **MUST CONTACT** Nancy Warrick at CRSGraduateRecruit@crs.loc.gov or (202) 707-6960 no later than 4:30 p.m. EDT of the closing date.